

Meeting Minutes  
DNRC Water Resources Conference Room  
Thursday, October 20, 2005  
1:15 to 2:45 p.m.

Molly Petersen, Chair, called the meeting to order at 1:23 p.m. Present were Prudence Hulman, Mary Spaulding, Marie Matthews, Jen Skartveit, Jackie Williams, Barbara Pepper Rotness, Kim Benjamin, Gail Dreher, Wendy Neumann, Cynthia Pearson, Molly A. Petersen, Chris Hettinger, Heidi Lindgren, Sherry Rust, Kara Sperle, Colleen Owen, Michelle Robinson, and Jeri Duran.

Sherry Rust led the group in an icebreaker and introductions.

A motion to approve the September 2005 minutes, with corrections, was made by Sherry Rust and seconded by Jen Skartveit. The motion carried.

Jen Skartveit, Treasurer, reported that we have \$338.66 in our checking account and \$2000.71 in our savings account, for a total of \$2,339.37.

Heidi Lindgren distributed updated ICCW membership lists and subcommittee rosters.

**Orientation:**

- Sherry Rust discussed the Mission Statement. She also encouraged the alternate members to participate as much as possible. The more each of us participates in ICCW the more each of us will get out of ICCW.
- Molly Petersen discussed the responsibilities of the members of ICCW. In order for ICCW to succeed you need to participate as much as possible.
- Molly reviewed Executive Order, which was signed by Governor Schweitzer in September 2005. This Executive Order continues the existence of ICCW, changes the name of ICCW from the Interdepartmental Coordinating Committee for Women to the more descriptive Interagency Committee for Change by Women, and allows for work time to attend ICCW meetings and activities.
- Sherry then presented the rich history of ICCW, which was started in 1976. The full history is available on ICCW's website.

Jen Skartveit gave an enthusiastic presentation about the Women's Leadership Network's Professional Development Workshop, which she attended on September 27, 2005. Jen also provided the group with handouts about the workshop and the Women's Leadership Network.

**Subcommittee Reports:**

**Daycare** – The subcommittee met earlier this month. Some of the goals revolving around Kids in Motion II Daycare include raising awareness of the preference slots for state employees' kids and grandkids, to arrange a meeting with the new owner, and tour the facility. The contract between the school district (the owner of the building) and the state to extend the lease on the building has not been signed. There is also a goal to raise awareness of other childcare resources in Helena and the rest of Montana. The subcommittee will survey state workers regarding current daycare needs.

**Excellence in Leadership Awards (ELA)** – The 8<sup>th</sup> Annual ELA Ceremony will be held on May 17, 2006 at 2:30 PM in Capitol Room 303 (the old Supreme Court chambers). Everyone

*Creating positive change for all state employees by promoting the full participation of women in state government.*

will be needed to help with this event, so please mark you calendars. The subcommittee has put in a request for the Governor or the Lieutenant Governor to speak at the ceremony.

**Public Relations** – Order forms for ICCWear were handed out. These will need to be returned at November's meeting. Goals for the upcoming months were outlined:

November – Change the name on the ICCW banner

December – Begin planning the celebration for the 30<sup>th</sup> Anniversary of ICCW

January – Work on information about ICCW to provide to new employees

February – Have another ICCWear clothing order

March – Continue work on the 30<sup>th</sup> Anniversary Celebration

**Wage Analysis** - The Wage Analysis subcommittee reviewed ICCW's 2002-2003 report, available at: <http://www.mdt.mt.gov/iccw/reports.shtml>. The members will also review Administration's January 2005 EEO report, and an October 2004 report regarding state employee compensation (which did not include gender analysis). E-mail was received from Linda Davis, State EEO Coordinator, inviting the subcommittee to work with her on any projects. Ideas for a survey are in the works. For related information, check out DLI's <http://ourfactsyourfuture.org/>

**Training** - The Training subcommittee hosted October's ICCW Brown Bag Lunch. Chief Justice Karla Gray of the Montana Supreme Court shared stories about her professional and personal advancement. Among other excellent pieces of advice, Justice Gray advised that to succeed, women must learn how to work in bureaucratic areas and do it well – pick your battles. And, think about your definition of success and if focusing on a career ladder will make you leave behind satisfying work. The subcommittee is working on upcoming Brown Bag Lunches and would welcome suggestions for topics. The subcommittee will work with the Department of Administration and the Human Rights Commission on updating and distributing a 1990's brochure on sexual harassment.

It was decided to update the Logo Board. Jeri Duran from Lottery took the logo board to see if the shop there could rework it for ICCW.

The meeting was adjourned at 3:00 PM. Our next meeting will be Thursday, November 17, 2005 from 1:15 to 3:15 p.m. in DEQ's Metcalf Building Room 111. The Lieutenant Governor will be at this meeting to take a photograph with ICCW members.

Respectfully Submitted,

Heidi Lindgren  
ICCW Secretary